



Protect Youths from Harm

Protect Yourself and Your Organization From Liability

Region 8, in collaboration with Regions 2, 3, 4, 5 and other Indiana Region ESC's are hosting a nationally known trainer from McGrath Training Systems to share his expertise on three important topics for adults working with youths. McGrath Sr. Trainer and Attorney Bill Berard is uniquely qualified to teach these subjects. He is a former school board president, school legal counsel, and an active athletic coach. In addition to working closely with school districts, Bill has trained NFL teams on risk management issues.

February 10

Sexual Misconduct Complaint Intake Management and Inquiry Training

Learn to **respond legally and appropriately** to rumors, incidents and complaints of sexual misconduct by mastering the basics of complaint intake, management and inquiry. Become aware of the early warning signs of sexual misconduct by adults toward young people. **Ensure your complaint intake and inquiry practices meet legal and contractual standards.** You'll be able to apply these skills to a variety of highly sensitive matters. Participants will learn:

- Definitions of sexual harassment and misconduct
- How to detect early warning signs and patterns of victimization
- Vital do's and don'ts of legal complaint intake
- How to conduct a thorough preliminary inquiry
- How to manage confidentiality issues and prevent retaliation
- How to avoid charges of negligence or deliberate indifference
- When to recommend a formal investigation

Materials: Participants receive a detailed implementation manual complete with procedures, tools, forms and checklists. This manual will become your guidebook to the complaint intake and inquiry process!

Who should attend: Everyone in the school district or youth agency who is in a position to receive and respond to student or employee complaints, rumors and incidents, including school site administrators, human resources directors, Title IX and EEO Officers, and department supervisors.

February 11

Sexual Misconduct Adult-to-Student Training of Trainers

Become part of a team in your organization to help protect youths from adult-to-student sexual misconduct. You'll learn **how to train others in the warning signs** that are a prelude to the act itself. Educators also learn to look at their own behavior to determine if they may be crossing the line and understand what is prohibited. Preview the course at:

<http://www.mcgrathinc.com/SxIMsconPreview/SxIMisconPreviewR.html>

Program participants **will be fully prepared to deliver a 75-minute course** to school employees and instructional staff that includes:

- **Definition and Identification:** Examples of Sexual Abuse in School • Sexual Misconduct – Adult to Student • Common Barriers to Early Detection
- **Behavioral Early Warning Signs:** Emotional Shifts and Statements of Victims and Predators • Changes in Behavior • Observable Physical Evidence
- **Perpetrators' Behaviors:** Boundary Violations - "Trolling" "Grooming" "Lulling" • How to Categorize Behaviors and Report • Green Flags, Yellow Flags, Red Flags
- **Minimizing the Risk of Harm and Liability:** Applying Five-Point Criterion • Rights and Responsibilities of School Employees • the Reality of Sexual Misconduct by School Employees

Materials: This turnkey program designed by Mary Jo McGrath, a nationally known authority on the subject, includes a facilitator guide, pre- and post-tests for assessing learning, a Shockwave Flash program with video clips and slides, and detailed participant handouts. [View the brochure here:](http://www.mcgrathinc.com/pdf/McGrath_SexualMisconductBrochure.pdf)
http://www.mcgrathinc.com/pdf/McGrath_SexualMisconductBrochure.pdf

Who should attend: A team of trainers from your district who will deliver professional development at the site and department levels.

February 12

Athletic Liability Training for Athletic Directors and Coaches

Athletic directors, principals and coaches learn practical information and guidelines for athletic risk management both on- and off-campus. Training is accomplished in an interactive, engaging manner – involving participants in role play and group discussions. McGrath Trainer Bill Berard's unique background in both athletic coaching and the law qualifies

him to speak from personal experience – both *on the court and in the courtroom*.

Participants will learn:

- The greatest risks and liabilities in sports and how to avoid them.
- Proper planning and supervision of practices and events.
- To identify hazing and unsafe acts, conditions and equipment.
- Health-related guidelines and precautions such as serious injuries, second-impact syndrome, heat-related illness, steroid use, and more.
- To properly inform and warn parents and athletes of risks.

Materials: A comprehensive manual including checklists, sample informed consent forms and much more that will become as indispensable as the coach's playbook.

Time & Location:

All programs run from 8:30 a.m. - 3:30 p.m.

**Holiday Inn Airport,
2501 S. High School Road
Indianapolis 46241**

REGISTRATION for each course is \$250 until Jan. 16; \$275 on or after Jan. 16.

Register at:

<http://www.solutionwhere.com/region8esc/cw/main.asp>

www.mcgrathinc.com